



@USNPEOPLE WEEKLY WIRE

1) CNP Talks Manning, Advancement and Stability in Groton / 11 JUN 14 [\[LINK\]](#)

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2) Overhaul targets unused CAP quotas, but could limit eligible ratings / 9 JUN 14

By Mark Faram, Navy Times

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3) Three Things You Can Do To Be There For Every Sailor, Every Day / 13 JUN 14 [\[LINK\]](#)

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1. Get involved.
2. Don't hesitate to reach out to others to "connect the dots."
3. Remind a shipmate that he or she is still a part of the team.

4) Navy Voluntary Education 40th Anniversary - Your time, the Navy's money / 9 JUN 14 [\[LINK\]](#)

Each year, an average of 45,000 Sailors take advantage of Tuition Assistance (TA), which pays tuition and fees for course enrollments toward completion of a high school diploma or college degree. Since 1974, the Navy has spent more than \$1.5 billion funding TA requests for Sailors to take more than 5 million courses. While TA is the most popular Voluntary Education (VOLED) program the Navy offers, it's just one of many that have been available for decades to Sailors working on furthering themselves and their careers by meeting educational and credentialing goals.

5) NAVADMIN bi-weekly roll-up:

Every other week, we will roll up the various NAVADMINS. Below are the latest:

- FY15 Nurse Corps Medical Enlisted Commissioning Program Selection Board [\[LINK\]](#)
- FY15 Judge Advocate General's Corps In-Service Procurement Program Selection Board [\[LINK\]](#)
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1) CNP Talks Manning, Advancement and Stability in Groton / 11 JUN 14 [\[LINK\]](#)

By Lt. Timothy Hawkins, Submarine Group 2 Public Affairs

The Chief of Naval Personnel discussed manpower issues with crew members from two Los Angeles-class submarines during a pierside all-hands call June 11, which wrapped up a two-day visit to Groton, Conn.

Vice Adm. Bill Moran spoke to 150 Sailors from USS Toledo (SSN 769) and USS Pittsburgh (SSN 720). He also met separately with Groton-area senior enlisted leaders, waterfront support personnel, submarine school students, and other Sailors.

This was Moran's first trip to Naval Submarine Base New London since assuming responsibility for Navy manpower readiness last August.

"To come up here to the cradle of the submarine force here in Groton is really special," said Moran. "I think it's pretty clear from our [Chief of Naval Operations] just how important submarines are to the United States.

"He likes to say we have to own the undersea domain. We own it now, we have owned it for decades, and we've got to own it far into the future."

Moran arrived in Groton late Tuesday morning. He started off enjoying a lunch with enlisted Sailors from 20 different commands in the base galley.

"One of our number one priorities is to engage with the fleet," said Fleet Master Chief April Beldo, senior enlisted leader at Navy Personnel Command (NPC). Beldo and three other NPC personnel accompanied Moran.

"We want to get out here and understand if we're meeting Sailors' needs," she added.

The visit included walkthroughs of submarine maintenance and support facilities, Naval Submarine School training spaces, and a tour of Historic Ship Nautilus, the Navy's first nuclear-powered submarine.

After touring Virginia-class attack submarine USS Missouri (SSN 780) on Wednesday, Moran boarded Toledo to eat lunch with enlisted crew members.

"From what I've seen in the day-and-a-half I've been here in Groton, there is no doubt in my mind that we have the best equipment and the best people. The training here is as good as I've seen anywhere in the Navy," Moran said to Toledo and Pittsburgh crew members who gathered around him on the pier following lunch.

Moran said his job is to make sure the Navy takes care of Sailors and their families. He discussed a 25 percent sea-pay increase that went into effect last month.

"All the sea-pay tables were bumped up 25 percent starting May 1," he said.

Moran also discussed recent changes to enlisted advancement policy, including a new formula for the Final Multiple Score (FMS) and changes to the Command Advancement Program (CAP).

On May 15, NPC announced the advancement exam will become the largest factor considered for advancement to E4 and E5 in the new formula, which increases the exam's weight by eight percent.

For advancement to E6, the Performance Mark Average (PMA) becomes the largest factor and will account for

50 percent of the FMS determination. PMA will account for 60 percent of the total FMS for advancement to E7.

"It's not all about performance, it's about more weight toward performance," said Moran.

"As you move up the line to chief, the value of the test goes down significantly and the value of your performance evaluations - how your chief's mess and command triad value your performance - goes up significantly."

CAP quotas haven't changed, said Moran. What has changed is that Sailors can only be capped between July and September.

"The real simple reason for that is if we know ahead of the September and March exam cycles what quotas have been filled up by the CAP in and throughout the fleet, then we'll have a better and more precise prediction about what the quotas will be like in September and March," he said.

Moran also addressed questions from Sailors about rumored realignments for various ratings. In response he said, "We're going to stay where we are. We've had a lot of change in the last 10 years, and I'm interested in just stabilizing the force right now."

Master Chief Electronics Technician Joe Wilt, chief of the boat for Toledo, asked Moran to consider reestablishing the torpedoman's mate rating for submarines. The Navy merged torpedoman's mate for submarines with machinist's mate in 1997.

Moran said he would relay Wilt's request to senior Navy leadership this week.

2) Overhaul targets unused CAP quotas, but could limit eligible ratings / 9 JUN 14

By Mark Faram, Navy Times

If you're a fleet sailor, your skipper can show up unexpectedly at morning quarters and spot advance you to the next petty officer rank— a surprise that brings many shouts and tears.

Command advancements are among the fleet's favorite initiatives, where commanding officers can instantly promote any sailor at any time during the year. Those lucky sailors— 2,000 a year, typically— make rank without having to go through the months long testing and ranking process.

Personnel officials are closing in on an overhaul that will rein in who can get promoted and when through this process, but will save the program from the trash bin.

And the brass are also pushing the fleet and recruiting commands, which also use CAP advancements, to expend all of their quotas to promote the best. As it stands, 1 in 3 quotas go unused every year.

The chief of naval personnel wants to change that and says more CAP usage may lead to more quotas.

"There may be changes to the numbers of CAPs," Vice Adm. Bill Moran said in an interview with Navy Times earlier this year. "If those changes do happen, I would suspect that additional CAPs would be given for some commands — there is no plan to reduce the number of quotas for any commands."

Handing out more CAPs and possibly upping the CAP quotas down the road is the good news.

The bad news? New rules will restrict the advancements to a three-month window, and those chosen will have to meet eligibility requirements and be in properly manned ratings.

Officials say these changes, which are still being hammered out, are necessary to rescue a popular, 35-year-old program that personnel insiders claimed worsened the over manned ratings, a situation that led to the loathed 2011 enlisted retention boards.

"I do think that CAP has been misused in some cases in the past, where we have given out direction from the headquarters that says you cannot advance in [certain] rates because they are over manned," Moran said in the late February interview. "We have not had complete fleet buy-in to that notion in the past, and so it has exacerbated the problem in some rates."

The overhaul is expected to be announced next month. It is looking at the CAP quotas and weighing whether to expand them to other shore commands. Officials are eyeing larger changes beyond the forthcoming overhaul.

"I am a fan of getting as much authority to commanding officers to influence advancement for their sailors," Moran said. "CAP is one of those programs that gives authority directly to COs. I am a fan of it from that aspect."

Limited eligibility

The new rules limit the advancements to a "CAP window" and may also tighten eligibility criteria, said Capt. Karan Schriver, head of enlisted plans and policy for CNP.

"We're working to make sure that all those advanced through the CAP program meet eligibility requirements," Schriver said in a June 5 phone interview. "But also, we need to manage it so we don't disadvantage other sailors out there and close advancements for certain communities."

Personnel officials have griped that COs randomly advancing sailors throughout the year contributes to overmanning. The overhaul gives NPC's community managers, who already oversee the non-CAP enlisted advancements, more control over spot promotions.

Officials aren't yet able to specify how the new rules may restrict eligibility, but it is possible the changes could bar sailors in overmanned ratings from receiving a spot promotion.

The current program extends to the fleet, Navy recruiters and the recruit training commands; it is off-limits to the rest of shore commands.

Two other programs also offer spot advancements, but the numbers are small and officials didn't include them in the overhaul. The Combat Meritorious Advancement Program offers advancements for valor under fire, and the Navy's Sailor of the Year program nets the top five sailors from around the service a promotion to chief.

If approved, the new rules will kick in Oct. 1. No quotas from the old program will carry over. Instead, COs will get a new slate of quotas — though how many is up in the air.

Next year, COs can only advance sailors during the "CAP Season" from July 1 to Sept. 30.

"This will enable us to know all of the CAPs that the COs are awarding, prior to our quota build [for the fall advancement cycle each year], so this will enable us to better manage our advancements overall," Schriver said.

And whether some COs might get more CAP quotas is under review. The formula is based on the command's authorized strength, but officials say it's being reviewed based on the usage data found in recent studies, which shows that 33 percent of available CAP quotas go unused. The worst offenders are believed to be at recruiting commands.

Officials were unable to say why these quotas were going unused.

Moran, officials say, wants to go much further than the new rules and says the program could expand more and that nothing is off the table.

"So I think the first step will be let's adjust when we do it, see how it goes, see if we get the right results and then maybe look at doing it differently later," Moran said.

6 CAP fixes sailors want

Sailors have a love/hate relationship with spot promotions.

They're an opportunity for hard-chargers and sailors who are poor test-takers to make rank outside the normal advancement process. But many complain that it smacks of unfairness, with the commanding officer picking his favorites. Others say it is a tool that allows mediocre sailors to dodge high-year tenure rules.

The chief of naval personnel is weighing wide-ranging changes to command advancements, which can be bestowed by COs in the fleet, at recruiting commands or at recruit training commands.

Some sailors believe the program should be canned, while others feel the criteria should be changed, expanded or, in some cases, made more difficult to ensure only the best sailors get these coveted instant promotions.

Navy Times asked sailors what improvements they'd like to see to CAP and boiled down the few hundred ideas into a short list. Capt. Karan Schriver, the head of enlisted plans and policy for the chief of naval personnel, reviewed your ideas and responded. Here are the six best:

1. Expand CAP

The only sailors who can get spot-promoted ashore are field recruiters and recruit division commanders. Many believe that's unfair, saying CAP should be extended to everyone on shore duty.

CAP promotions "should really be able to be given to anyone at any command," said Fire Control Technician 1st Class (SS/SW) John Dees. "To just limit the CAP opportunity for some is wrong because sailors, whether on shore or at sea, work hard. The CO should have the ability to give that instant promotion to show other sailors that the Navy still rewards for hardwork and dedication, and not just from a test."

Schriver wouldn't comment directly on expanding the program beyond sea duty, but left the door open to it.

"Since program inception in 1978, CAP has been designed to reward performance in a rigorous sea duty environment," Schriver said in a June 5 phone interview. "Final details for the revised CAP program, including command eligibility, are still in development."

CNP sources say it's unlikely that the number of eligible commands will increase this go-round, but could do so in the future.

2. Two CAP 'windows'

The planned overhaul calls for a three-month time frame during which COs can spot-promote sailors. Some questioned why personnel officials settled on one, not two, opportunities to advance — similar to the spring and fall advancement windows for E-4, E-5 and E-6.

The decision to change the CAP opportunity from year-round to a three-month window was carefully researched and will be best for managing opportunities for everyone, Schriver said.

"We researched the option of having two CAP seasons a year; however, one annual CAP season satisfies the need to protect community health by aligning CAPs with the fall advancement planning cycle while also placing the least amount of administrative reporting responsibility on commands and their immediate superior-in-commands," she said.

"Our 2012 study indicated that 86 percent of CAPs are concentrated immediately after the release of advancement exam results, with the majority during the summer months."

3. Choosing hard-chargers

CAP generates a lot of heartburn.

Many contend that the wrong sailors are being advanced instantly. Some say COs tend to choose brown-nosers. Others claim they've seen COs advancing sailors simply to save them from automatic discharges at high-year tenure gates. For example, E-5s can only stay on active duty until the 14-year point: A bump to E-6 can all but guarantee them retirement benefits. "I think it's one of the worst-kept secrets in the Navy that sometimes underperforming sailors are CAP'd to save them from HYT while I've seen sailors that go above and beyond that and genuinely love being in the Navy go unnoticed and are forced to leave the service," said Information Systems Technician 2nd Class (IDW/ SW) Andrew Gardiner.

Saving a sailor from HYT isn't what the program is for, said Schriver, who didn't go into any specifics about how the new guidance could forbid this.

"The overarching principle of CAP is that commanding officers should award the advancement to their best performing sailor, regardless of advancement exam score or HYT considerations," she said.

4. Raising the bar

Sailors had varied ideas on tightening the program to make sure only the best are picked. One way: making a warfare pin a requirement to be selected.

"I don't think any sailor should be rewarded with a CAP if they are missing the warfare pin from their current command," said Gardiner.

Another option: setting minimum performance mark averages for eligibility. This would restrict CAP to top performers who received "early promote" or "must promote" recommendations on their evaluations.

Others felt a minimum test score or final multiple should be the benchmark.

“I think it should be a minimum percentage score on the rating exam to get CAP’d,” said Logistics Specialist 1st Class (SW/IDW) Courtney Montgomery. “At least 80 percentile on the rawtest score, and a sailor should not be CAP’d if they are scoring 25 percentile in rate knowledge compared to their peers that advanced.”

Officials say they have assessed ways to limit eligibility, but they aren’t able to specify those until the review process is complete.

“We did examine various options for sailor eligibility, to include evaluation performance and other criteria,” Schriver said. “Final details for the revised CAP program, to include eligibility criteria, are still in development, and the goal is to preserve command authority and allow COs to choose their best performers.”

5. Valor counts

The criteria for picking sailors for spot promotions should include awards for battlefield exploits, said retired Senior Chief Gas Turbine Systems Technician (SW) James Vaughn, who believes these should not be limited to the separate, combat meritorious advancement program.

“I feel some of the changes to the program should include earning awards like Medal of Honor, Silver Star, Bronze Star or Navy Cross would be an automatic advancement and count for the command’s allowance,” he said.

Schriver disagreed with making it a formal part of the rules, but she isn’t opposed to using such honors as CAP criteria at the command level.

“A Combat Meritorious Advancement is, in itself, a large accomplishment and reward for a sailor who has demonstrated uncommon valor and extraordinary deeds,” she said. “Individual commands can certainly choose to recognize the sailor with additional awards, such as the Medal of Honor, Navy Cross, if they believe the award is warranted.”

6. Make chief

Skippers get to pick the top sailors to move into or up the petty officer ranks. But why can’t they pick chiefs?

This would magnify the CO’s power to choose the top first classes to join the chief’s mess.

As it is, only the extremely selective Sailor of the Year program mints new chiefs outside of the chief’s test. Aboard is required for everyone else.

Schriver said the chief’s board is the best means to pick chiefs, suggesting CAP would open the aperture too far.

“We plan to maintain only capping to E-7 for the Sailors of the Year for the fleets, shore, Reserve and recruiters of the year,” she said. “We feel the board process is the best method to select future CPOs.”

3) Three Things You Can Do To Be There For Every Sailor, Every Day / 13 JUN 14 [\[LINK\]](#)

Many Sailors are preparing for upcoming Personal Change of Station (PCS) moves this summer, a transition that can bring about as much stress as it does excitement.

Transitions can mean disruption to daily routines and separation from one's social and support networks (think exhausting and isolating cross-country drives for a PCS move, or transferring as a geobachelor).

Even for experienced PCS pros who are eagerly awaiting the next chapter in their careers and lives, moves can be tough-particularly when they're occurring during otherwise stressful times. The likelihood of making a bad or irrational decision is higher during transition periods, so identifying resources early is vital to keeping a shipmate healthy and mission-ready. Building resilience and preventing suicide requires each of us to be actively engaged and communicate with each other. Here are three things you can do to help your shipmates thrive through life's unpredictable moments, not just survive:

1. Get involved. You may know bits and pieces about your shipmate's life outside of the work center but may feel as though you don't know enough to make a difference. Even though your buddy may casually dismiss his or her problems, or may not discuss them at length, take a moment to ask how he or she is doing and actively listen. If he or she indicates that there are other issues going on (relationship or family tension, financial worries, apprehension about career changes, feelings of hopelessness, etc.), don't be afraid to reach out and offer your support. Encourage him or her to speak with someone, perhaps a chaplain or trusted leader, before the situation becomes overwhelming. Getting assistance early is vital to ensuring that stressors don't turn into crises, especially when a Sailor is starting a new chapter in life.
2. Don't hesitate to reach out to others to "connect the dots." While a shipmate may seem to have it all under control on the outside, it's important to remain vigilant and pay attention to even the smallest signals that something isn't right, particularly as a buddy is leaving a familiar environment and is heading to a new one. You may not be able to tell if a shipmate is or isn't in crisis. If you notice anything out of the norm for a shipmate-whether it's something he or she said jokingly or seriously, changes in attitude or daily behaviors and routines-break the silence and speak with others who know him or her well (a unit leader, roommate, family member or friend). They may have noticed the same cues or observed some that you weren't aware of. Be the first to step up and start the conversation. By openly communicating to piece things together, you're helping to "connect the dots" and facilitate the intervention process if a potentially serious situation is evolving.
3. Remind a shipmate that he or she is still a part of the team. Social connectedness, unit cohesion and purpose strengthen resilience and serve as protective factors against suicide during stressful times. Though a shipmate may be detaching from your command-whether to PCS, leave the Navy, or any other reason-let him or her know that you're still there for support and that you care about his/her well-being. Be sure that you have your shipmate's contact information, ask about his or her upcoming plans (travel dates, pit stops/checkpoints, etc.) and then check with them on their progress often. Since your shipmate will be out of your line of sight, it's important to ensure that key players remain engaged with him or her so that your buddy doesn't lose the protection that a sense of community can provide. When Sailors feel as though they're out of the "inner circle" (their network of friends, peers, or colleagues) it can have a detrimental effect on their sense of purpose and belonging. No matter where your shipmate is, they should never feel alone.

Communication shouldn't start when you're concerned about a shipmate or when someone is getting ready to leave for a new duty station. In order to have meaningful communication there must be trust, which is built over time. Remember to take a moment and ask your shipmates how things are going-and actively listen. Through simple acts of kindness, you can be there for "every Sailor, every day."

It's okay to speak up when you're down. Help is always available. Call the Military Crisis Line at 1-800-273-TALK (choose option 1) or visit www.veteranscrisisline.net.

4) Navy Voluntary Education 40th Anniversary - Your time, the Navy's money / 9 JUN 14 [\[LINK\]](#)

By Susan D. Henson, Center for Personal and Professional Development Public Affairs Officer

A typical Navy Sailor's day is jam packed with qualifications to get signed off, watches to stand, training to complete, inspections to prepare for and a regular job to do, all in 24 short hours. Who has time to finish a college degree? Well over 100,000 former and current Sailors - and counting.

Each year, an average of 45,000 Sailors take advantage of Tuition Assistance (TA), which pays tuition and fees for course enrollments toward completion of a high school diploma or college degree. Since 1974, the Navy has spent more than \$1.5 billion funding TA requests for Sailors to take more than 5 million courses. While TA is the most popular Voluntary Education (VOLED) program the Navy offers, it's just one of many that have been available for decades to Sailors working on furthering themselves and their careers by meeting educational and credentialing goals.

Back in the early '70s, the United States was transitioning to an all-voluntary military force, which meant the services needed incentives to recruit people and then keep them past their first enlistment. Survey data showed education benefits among the top reasons people joined a military service. A story in the May 1974 edition of All Hands magazine reported it as the most important single incentive.

Because of this demand signal, Navy Campus for Achievement (NCFA) was officially established May 14, 1974. In 1999 the Navy Campus name changed to the Navy College Program (NCP) and is currently administered by the Voluntary Education directorate of the Center for Personal and Professional Development, located in Virginia Beach, Va.

NCFA was designed to help Sailors, regardless of duty location, to enroll in a certificate or degree program with a participating institution and be guaranteed of certain policies that were to the Sailors' advantage. These policies included no school residency requirements, acceptance of transfer credits from regionally accredited institutions, and the maximum possible credits for Navy courses and experience, which were among the stipulations participating schools agreed to follow. At the time NCFA launched, seven educational institutions participated in the program. Now 4,041 educational institutions participate in a Navy VOLED program.

Educational programs existed in 1974 to help service members develop personally and professionally, yet the services had different approaches to what they offered members. For example, the Air Force established the Community College of the Air Force to award academic credits and certificates. The Navy, however, realized not all Sailors wanted to complete a college degree and preferred to focus on vocational-technical skills. VOLED was designed to help all Sailors achieve their goals, regardless of career focus.

Over the past 40 years, the Navy has continually developed and refined programs such as TA that are a great financial deal for Sailors to help as many as possible reach their educational goals. For example, a column by Master Chief Petty Officer of the Navy Robert Walker in the April 1976 edition of All Hands magazine discussed the Navy's TA policy that covered 75 percent of tuition and enrollment fees the service funded. An October 2002 policy change increased that to 100 percent, and TA funding will continue at this percentage in Fiscal Year 2015.

"When TA increased from 75 to 100 percent, I jumped at the opportunity," said Chief Petty Officer Anton Fitz, a personnel specialist serving as VFA-204's personnel office leading chief petty officer. Fitz used TA to complete an associate degree in 2009 and a bachelor's in management in 2013. "Without TA, I could not afford to attend school due to limited grants and scholarships," he said.

Another great deal for Sailors is Navy College Program for Afloat College Education (NCPACE), which provides Sailors assigned to ships and deployable commands (Type 2 and 4 duty) with educational opportunities on par with what's available to Sailors on shore duty. Tuition is funded at 100 percent, and students are responsible only for the cost of textbooks and related materials.

Petty Officer 3rd Class Davin Blain, a cryptologic technician (collection) assigned to Navy Information Operations Command Georgia at Fort Gordon, Ga., has used NCPACE to work on a master's degree, which he plans to use after his Navy service to teach music or history.

"VOLED helped me start my academic career," Blain said. "I started using NCPACE as soon as I got on board. I love how the Navy helps Sailors achieve their educational goals while we are in the middle of the ocean. We are truly blessed to have professors to teach on the ship."

Blain is one of more than 279,500 Sailors who have participated in NCPACE, which was originally called PACE when established in 1974 as part of NCFA. Sailors back then could take courses whether shored-based or deployed through instructors in a classroom. Today's Sailors can also access college courses through a CD or the Internet.

As in the 70s, the college track isn't the only type of VOLED opportunity currently available for Sailors.

Petty Officer 1st Class John Rozyczko, an electronics technician assigned to USS Maryland (SSBN 738) serving as the command career counselor, completed maintenance mechanic and electronics technician journeyman certificates using the United Services Military Apprenticeship Program (USMAP) and is currently enrolled in a counselor trade.

USMAP is a formal military training program that provides active duty Coast Guard, Marine Corps, and Navy service members the opportunity to improve their job skills and complete U.S. Department of Labor civilian apprenticeship requirements during their normal work hours. Established in 1976, more than 350,500 Sailors have enrolled in USMAP. Last year, more than 6,300 Sailors like Rozyczko completed a certificate. The most popular trade in the program is computer operator. Also popular for the life of the program have been certificates for electrician trades as well as for counselors. The most recently added certificate opportunity is "Criminal Investigator."

Rozyczko described USMAP as a stepping stone in his overall career path at the right cost. "It seemed like a no brainer," he said. "It's free and simple to complete. It's helped with learning more of my job and to be more knowledgeable, and it will help later in my civilian career."

Some Sailors take advantage of as many VOLED programs as possible during their Navy service, such as Petty Officer 1st Class Sean Kriloff, a Navy counselor assigned to Navy Recruiting District Portland, Ore. He completed a USMAP office manager certificate in October of 2006 and a counselor trade this May. He has also used NCPACE and TA while working on a bachelor's in human resources with an emphasis in counseling, which he plans to complete by 2018.

Kriloff said he chose to use VOLED to further himself personally and professionally and to have something to fall back on when he eventually ends his Navy career, whether through separation or retirement. "VOLED has allowed me to continue my military career while working on my education goals. I have a sense of accomplishment knowing I have worked toward something that I can show my children - my career and my education. Without VOLED, continuing higher education while on active duty wouldn't be possible," he said.

Petty Officer 2nd Class Cesar Ward, a transfer supervisor aboard USS Dwight D. Eisenhower (CVN 69), used TA,

as well as his Post-9/11 GI Bill education benefit, to earn a bachelor's degree in criminal justice in March. He also plans to complete a USMAP computer specialist certificate by the end of the year and said these will be part of the officer commissioning package he plans to submit. "Joining the Navy was the best decision I've ever made," he said. "The Navy has helped me receive my degree, support my family financially and has given me access to use different VOLED programs. My degree will help me achieve my Navy career goals."

One former enlisted Sailor who said VOLED was instrumental to his success was Capt. David Meron, the commanding officer of Naval Support Activity Bahrain. Meron used TA to earn a bachelor's in computer science in 1990, which led to his commissioning that same year. "My degree got me a commission in the Navy and has allowed me to continue serving for 32 years, now," he said. Reflecting on whether he would have attained his educational goals without using VOLED he simply said, "probably not."

As in 1974, today's VOLED professionals are dedicated to providing unbiased advice and counsel to Sailors to help them reach their education and credentialing goals in the best way for each Sailor and at the lowest cost for them.

"There are so many choices of educational institutions and paths that Sailors can get overwhelmed trying to decide what school and program is just right for them," said Capt. John Newcomer, CPPD's commanding officer. "Our Virtual Education Center and 33 Navy College Offices serve as honest brokers to help Sailors find the best school and degree match for them. The VOLED team is completely dedicated to helping Sailors succeed."

Now 40 years - and thousands of Sailors with degrees and certificates - later, Navy VOLED continues to celebrate the success of each Sailor, such as Petty Officer 1st Class Nhatnguyen Tran, a master-at-arms assigned to Naval Base Kitsap, Wash., who finished her associate degree in 2009 and is nearly complete with a bachelor's in finance using TA. Tran said that finishing her degrees has given her a sense of accomplishment and encourages shipmates to take advantage of VOLED programs, despite the challenges.

"It's tough going to school full time while serving in the Navy or any other military branch, for that matter," she said. "It takes commitment, sacrifice and self-discipline to finish a four-year degree, but it will be well worth it at the end. One thing I can definitely advise to other Sailors is not to sit around and waste time, but to invest in their education for a better future."

Taking advantage of tuition assistance is simple. Click [HERE](#) for Tuition Assistance Made Easy, an article that highlights the top 5 things you need to know about filing for TA.

Click [HERE](#) for more information about the Center for Personal and Professional Development.

Click [HERE](#) for more information on the Navy College Program.

5) NAVADMIN bi-weekly roll-up:

Every other week, we will roll up the various NAVADMINs from Naval Personnel Command. Below are the latest:

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